

20 May 1982

MEMORANDUM FOR: Chief, Position Management and Compensation Division

FROM:

Chief, Administrative Staff, FBIS

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SUBJECT: Proposed Compensation Plans for FBIS

1. Attached for your review and concurrence are compensation plans developed by FBIS to replace the Interagency Plans. These schedules have been developed utilizing the following concepts:

- a) plans must provide adequate incentives for recruitment and retention. The current scales at Bangkok, Amman, Nicosia, Hong Kong, Abidjan, and the Gulf required augmentation.
- b) Plans should provide a 12 grade scale on a worldwide basis with approved standards providing the linkage. One grade has been added to the Nicosia, Hong Kong, Asuncion, Vienna, Gulf, Bangkok, and Abidjan scales. The Bangkok, Abidjan and Swaziland scales were reduced to 12 grade scales.
- c) Plans should provide a single line pay scale including pay fringes. Bonus other than language incentives are separately listed from the scales. This will provide a recognized benefit increase to five bureaus and is designed to provide some recognition for the constant shift work requirements.

2. For the purposes of this submission, the grades have been numbered from 1 to 12, 1 being the highest, and the structure has been titled FBFF - Foreign Broadcast, Foreign Field.

3. Highlights of the scale at each bureau are detailed below. Separate bureau briefing sheets are attached to reflect the details of the scale construction.

Abidjan: Additional grade added and then scale reduced to 12 grades. Non-conforming scale.

Amman: 10% adjustment to FBFF 1-7 required for recruitment and retention. Non-conforming scale.

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Asuncion: Twelfth grade added. Premium pay base for lowest 5 grades increases. Conforming scale.

Bangkok: Separate 12 grade scale. Premium pay and CSR base increase. TCNs receive bonus. Non-conforming scale.

Gulf: Separate 12 grade scale. Premium pay and CSR base increase. Non-conforming scale.

Hong Kong: Separate 12 grade scale. Non-conforming scale.

London: Embassy scale consolidated. Premium Pay increase. Conforming scale.

Nicosia: One grade added. Middle grades adjusted. TCNs receive bonus. Non-conforming scale.

Seoul: Embassy scale combined. Premium pay and CSR base increases. Conforming scale.

Swaziland: Two Embassy scales combined into 12 grade scale. Conforming scale.

Tel Aviv: Embassy scale combined. Premium pay and CSR base increases. Conforming scale.

Vienna: Twelfth grade added. Embassy scale combined. Bonuses payable separately. Premium pay other than night differential and CSR base decrease. Housing supplement not available to TCNs. Residual severance pay liability eliminated. Jubilee payments for service in Austria only.

4. In the event a post does not have a premium pay item (such as Sunday pay in Hong Kong), the Agency premium pay percentage is applicable.

5. After review of these scales, it is recommended that they all be considered established by the Agency in accordance [redacted] thereby, eliminating the old concept of conforming and nonconforming wage scales. This would permit the implementation of cost of living raises based on State surveys without the requirement for separate approvals.

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6. An analysis of CSR as it pertains to these plans and the 12 Bureaus is also attached.

7. If there are questions concerning the development of these plans, FBIS/Administrative Staff is prepared to address your inquiries.



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Attachments:
As stated

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